

Name: Krishna Saran A

Email: Krishnasarananantha@gmail.com

Mobile: +91 8686690815

Summery:

Workday HCM Functional Consultant with 6+ years of experience in **Workday HCM**. The experience encompasses a wide range of skill set, roles, and industry verticals with a good Working knowledge on **Agile** methodologies. Currently working as Workday Analyst, providing expertise on **Change Requests, Workday Project Deployment** & various modules in workday like **Core HCM, Business Process Configuration, Calculated Fields & Security**.

Professional Experience:

- As a part of Global HRT Operational team, working on enhancements through Change Requests, Incidents, Break fixes and Mass Uploads.
- Working on different modules such as Workday Security, Core HCM, Compensation, Recruiting, Time Off and Absence Management.
- Experience in all phases of the Workday implementation lifecycle namely Requirement gathering, Analysis, Design, Development, Testing & Project Deployment.
- Understating/modifying configuration of existing business processes of organization as per the new business requirements.
- Strong in Workday functional concepts like organization, custom organizations, staffing models, jobs, and positions, hiring, business process, security groups, job requisitions.
- Experience in creating different organizations like supervisory organization, Locations, Companies, and Custom Organizations etc.
- Experience in implementing, configuring, and supporting Workday Security.
- Good Knowledge in Understanding existing Security Groups, creating/making changes to the security groups as per the requirements.
- Knowledge of understanding existing Domains, Business Processes, Functional areas and making changes to the existing Domain security policies & Business Process security policies as per the requirements.
- Diagnose functional issues, report bugs, and take ownership of issue resolution.
- Executed Test Cases across various modules, performing Smoke Testing in various areas.
- Hands on experience on Workday EIB Loads related to security, Core HCM, Compensation and Recruiting such as Change Job, Update Organization assignments, Assign roles, Creating accounts, Request Compensation Change etc.
- Knowledge of creating different simple and advanced reports as per the requirements.

Technical Skills	
Workday Modules	Workday HCM, Business Process, Security, Report Writer, Calculated Fields.
Project Management tools	Agile, ServiceNow
Ticketing Tool	ServiceNow, ALM, HR Connect Case
Regions Supporte	APAC, EMEA & AMER

Organization: Arrow Electronics**Client:** Arrow Electronics**Duration:** Oct 2021 to Till Date**Role: Workday Analyst - I**

- Work on Change Request/Enhancements (Small to medium), also being part of large workday project as a secondary Analyst or testing the changes.
- Analyzing and making changes to the existing configuration in the system.
- Understanding Security Configurations and making changes to the existing security as per the requirement.
- Managing defects (day to day queries) in HR Connect Case, CA Service Now related to different modules.
- Working on Break Fix Cases, involving break in the system, correcting the existing configurations.
- Reasonable knowledge in setting up staffing models, jobs and positions, grades, and comp plans.
- Worked on Mass Uploads EIBs related to Core HCM, Compensation, Recruiting and Security.
- Maintaining SOPs, User guides according to the changes implemented.
- Performing Weekly and Monthly Audits and working on the output of the Audits.
- Handling cases related to HCM, Security, Compensation, Recruiting, Time Off and Absence Management.
- Taking the Ownership of the cases and providing the best possible approach for the user queries.

Organization: Accenture Solutions**Client:** UPS (USA)**Duration:** June 2020 – May 2021**Role: HR Service Delivery Associate (Workday)**

- Assist with ongoing day to day Workday compensation support, creation of Job Profiles, Grade Profiles, Employee Movements and Compensation plans.
- Handled 5 Lakhs and more employee data and their day to day HR transactions in Workday.
- Maintaining Employee data in Workday such as Personal Details and Documents, DOT Indicators, Transfers, Compensation changes, Promotions, Employee Worker History.
- Assist in creating Job Profiles, Job Families and Job Family Groups, also worked with the creation and maintenance of position and job staffing models and Headcount Groups.
- Coordinated and track all reporting requirements, create custom Workday reports/worklets.
- Quality Checking and Quality Analyzing of Team's Day to day Transactions.
- Hiring employee with End to End Employee details in Workday.
- Worked on Compensation Framework Guidelines Grades and Grade Steps, Manage Compensation, Salary, Hourly, Allowance, Merit, Bonus, Stock, Set Up Compensation Reviews, providing support and guidance to a geographically distributed workforce and/or HR Business Community to meet customer requirements.
- Creating a business process for hiring positions and restrictions as a part of hiring employees for Supervisory org set ups.

Organization: SixSigma Soft Solutions Pvt.Ltd.

Client: SixSigma

Duration: May 2018 – June 2020

Role: HR Service Delivery Associate (Workday)

- Joining formalities and documentation.
- Preparing Offer Letter, Appointment Letter, Confirmation Letter, Increment Letter, Experience Letter.
- Preparing Agreements for employment.
- Maintaining Employee's Personal Files and Records.
- Exit Formalities.
- Keep Track on Confirmation, Appraisals & Increments of Employees.
- Doing Background Verification of the Selected Employees.
- Maintaining HRIS.
- Responsible for HR Discussion, Salary negotiation, Documents collection, Offer processing /Approvals, Post offer follow up.
- Getting requirements from Clients, Stakeholders, Business / Project team and front ending them.
- Getting profiles from different sources like job portal Naukri, **Monster, LinkedIn, Social media, Employee reference, Head hunting.**

Educational Qualification:

- MBA – HR Pondicherry University (PULC), Chennai 2019 - 2021
- BBA Emeralds Degree College, S.V. University ,Tirupathi, 2015- 2018

Personal Details:

Parents Name : S.Anantha Narayana, A. Sundaravalli.
DOB : 03- Nov-1997
Nationality : Indian
Languages Known : Tamil (Mother Tongue), Telugu and English
Permanent Address : No. 457, Balaji Nagar, Tirumala, Tirupathi, Chittoor (Dist),
Andhra Pradesh, Pin: 517504

Declaration:

I hereby declare that the information furnished above is true to the best of my knowledge.

Krishna Saran A